



## CITY OF NEWPORT BEACH BENEFITS SUMMARY

### Newport Beach Lifeguard Management Association (NBLMA)

Effective July 1, 2014 through December 30, 2017

*This summary provides a partial list of employee compensation and fringe benefits. For a complete explanation of all benefits and compensation, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.*

#### COMPENSATION

**Salary Adjustments:** Effective July 1, 2015, base salaries for NBLMA represented employees will be increased 2.6%; effective July 1, 2016, base salaries for NBLMA represented employees will be increased 2.5%; and effective July 1, 2017, base salaries for NBLMA represented employees will be increased by an additional 2.5%.

**Special Assignment Pay:** Lifeguard Captains certified as boat operators and assigned to boat operations shall receive an additional 2.5% of base pay. Lifeguard Captains assigned as the Training Captain shall receive an additional 7.5% of base pay.

**Overtime:** Overtime compensation for all hours worked beyond the 40 hour work week.

**Uniform Allowance:** Provided by the City and valued at \$838 for PERS reporting purposes.

**Call Out:** Minimum 2 hours (including travel time) of pay @1.5 times hourly rate of pay.

**Scholastic Pay:** Full-time and part-time NBLMA employees are eligible to receive additional compensation based on scholastic achievement. Employees hired into the unit on or after January 22, 2013 shall be ineligible for any scholastic pay based upon having obtained units only.

<u>Years of Service</u>	<u>College Semester/Unit</u>	<u>% of Base Pay</u>
2 or more	30	1.5%
2 or more	A.A/A.S.	3.5%
3 or more	60	2.5%
3	90	3.5%
4 or more	90	3.5%
4	120	4.5%
4	BA/BS	5.5%
4	MA/MS	6.5%

**Night Standby Pay:** Employees assigned to standby duty at times other than the normal working hours shall be provided two and a half (2.5) hours pay at his/her base rate for each calendar day of standby duty.

#### LEAVES

**Holiday Time:** Employees receive the following holidays: Independence Day, Labor Day, Veteran's Day, Thanksgiving, Friday following Thanksgiving, half-day Christmas Eve, Christmas, half-day New Year's Eve, New Year's Day, Martin Luther King Day, Washington's Birthday, Memorial Day, Floating Holiday (1). New regular employees receive their Floating Holiday upon completion of their probationary period. Part-time members will be eligible to receive a pro-rated  $\frac{3}{4}$  benefit for holiday pay.

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**Flex Leave (Full-time):** The City provides employees a Flexible Leave program for sick, vacation and personal leave time. Full-time NBLMA employees accrue leave/longevity at the following rates:

<u>Years of Cont. Srvc</u>	<u>Hours/Pay Period</u>	<u>Longevity Pay</u>
1 but less than 5	5.54	0
5 but less than 9	6.15	0
9 but less than 12	6.77	0
12 but less than 16	7.69	0
16 but less than 20	7.69	1.0%
20 but less than 25	7.69	1.5 %
25 and over	7.69	2.5%

**Flex Leave (Part-time):** Part-time NBLMA employees shall be enrolled in the Flex Leave program and accrue leave time at the rate of .40 hours for each hour worked.

**Use of Flex Leave:** Level A staffing shall run from June 15<sup>th</sup> through Labor Day. During this period of time, full-time personnel may be limited to a total of forty (40) hours usage of flex/vacation leave. Additional flex/vacation leave during this period may be approved if, in the opinion of management, adequate staffing levels can be maintained.

**Bereavement Leave:** Limited to five (5) working days per occurrence per calendar year.

**Jury Duty:** Paid leave up to sixty (60) days when required by law to attend a legal proceeding as a juror.

**Non-Accruing Leave Bank:** Effective July 1, 2015, each member employed at the time of MOU adoption will receive a bank of 40 hours of non-accruing leave time. Effective July 1, 2016 each member shall be granted 40 hours of non-accruing leave time. Members hired after July 1, 2016 shall not receive the benefit. The hours have no value, cannot be transferred, or cashed-out.

<b>FRINGE BENEFITS</b>
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**Cafeteria Plan (Full Time Employees):** The City contributes \$1,349 per month, plus the CalPERS medical contribution, for medical, dental and vision benefits. Effective July 1, 2015, the cafeteria amount will increase to \$1,424, plus the CalPERS medical contribution; and effective January 1, 2016, the cafeteria amount will increase to \$1,524 per month (plus the CalPERS medical contribution).

Full-time employees showing proof of other coverage and electing to “opt-out” of City provided medical coverage will be eligible to receive a maximum cafeteria allowance of \$1,249 per month. Effective the first pay issue in January 2016, the opt-out cafeteria allowance will be \$1,000 per month.

**Cafeteria Plan (Part-Time Employees):** The City contributes \$585 per month for part-time NBLMA members toward the cafeteria benefit. For part-time members enrolled in medical plans the contribution includes the PERS designated minimum medical insurance contribution. There is no opt-out benefit for part-time employees who do not enroll in a medical plan.

**Disability Insurance:** Full time members are eligible for short term and long term disability coverage. Short term disability requires a 30 calendar day waiting period and weekly benefit is 66.67% of gross salary, up to maximum of \$10,000 per month.

**Life Insurance:** Full time employees are eligible to receive City paid life insurance with up to \$50,000 in coverage and based on employee's annual salary.

**Employee Assistance Program (EAP):** The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.

**PERS Retirement Benefits – Employee Contribution:** The City contracts with CalPERS to provide public sector pension benefits to its employees and depending on date of hire, employees are assigned a benefit "tier" (Tier I, Tier II, or Tier III). NBLMA members have agreed to share in the cost of the retirement benefit as indicated below. Refer to the MOU for a complete description of the PERS benefit and employee contributions.

Employees in all three tiers (Tier I 3%@50; Tier II 2%@50; and Tier III 2.7%@57) shall contribute toward PERS as follows:

<u>Effective Date</u>	<u>Tiers I &amp; II</u>	<u>Tier III</u>
July 1, 2015	10.6%	11.25%
July 1, 2016	12.1%	12.1%
July 1, 2017	13.6%	13.6%

**Tuition Reimbursement:** Reimbursement up to \$1,500 per fiscal year for job related, off-duty courses that are in furtherance of a degree or certificate. Reimbursement is contingent upon the successful completion of the course.

#### **MISCELLANEOUS**

**Sun Protection:** \$400 allowance for full-time members and \$300 allowance for part-time members, to be used for the purchase of sunglasses and other sun protection materials (not restricted to use at Lifeguard Store).

**Direct Deposit:** All unit employees shall participate in the City's direct deposit program.

#### **RETIREE MEDICAL PLANS**

**Retiree Health Benefits Program:** The City provides a retiree medical benefit for full-time employees through a Retiree Health Savings Plan (RHS). Full-time staff employed prior to January 1, 2006 whose age and years of services total 50 or more, select from either the fully-converted plan or hybrid plan. Employees employed after January 1, 2006 participate in the fully-converted plan only:

**Retiree Health Savings Plan:**

<b><u>FULLY-CONVERTED PLAN</u></b>	<b><u>HYBRID PLAN</u></b>
<p><b>I. Payments by Employee to City to support program prior to retirement:</b></p> <p>None</p> <p><b>II. Contributions to Employee RHS Account During Employment:</b></p> <ol style="list-style-type: none"> <li>1% Salary Contribution (Employee contribution).</li> <li>\$2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service).</li> <li>\$100 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement—must retire from City).</li> <li>Cash from conversion of leave at retirement (Employee contribution 0% of flex/vacation and 0% of sick).</li> </ol> <p><b>III. City Contributions to Employee RHS Account After Retirement:</b></p> <p>None.</p>	<p><b>I. Payment by Employee to City to support program prior to retirement:</b></p> <p>\$100 per month until retirement</p> <p><b>II. Contributions to Employee RHS Account During Employment</b></p> <ol style="list-style-type: none"> <li>1% Salary Contribution (Employee contribution).</li> <li>No City Contribution.</li> <li>\$75 per month for every month paid into "old" system prior to January 1, 200 (15 year maximum); (City contribution at time of retirement—must retire from City).</li> <li>Cash from conversion of leave at retirement (Employee contribution 0% of flex/vacation and 0% of sick).</li> </ol> <p><b>III. City Contributions to Employee RHS Account After Retirement:</b></p> <p>\$400 per month.</p>